

Fall chores



BEFORE THE SNOWFALL--Highway maintenance crews prepare for winter by erecting snow poles on U.S. 26. Joel Vander Veen (left, foreground) and Jerry Puckett, highway maintenance workers, secure a pole, while James Birchfield, an assistant foreman (in truck bed), waits ready to help.

Panel: Construct overpass guards

Faced with the knowledge that "there's no rational way to predict irrational acts," the Highway Division has strengthened its policy to screen highway overpasses.

A September incident in which a Salem woman was seriously injured by a 61-pound chunk of concrete dropped from an Interstate 5 overpass drew attention to the dangers of unscreened overpasses. Gov. Neil Goldschmidt asked the Transportation Commission to modify Highway's policy.

The incident was the second since 1985 to involve an I-5 overpass in the mid-Willamette Valley.

The existing policy, adopted in April 1986, relates to new structures only, while the new policy includes retrofitting existing structures, State Highway Engineer Don Forbes reported at the October meeting of the Transportation Commission.

Overpasses chosen for retrofitting will be based on reported incidents and accidents, location, accessibility, pedestrian and bicycle traffic and engineering judgement. Region highway engineers will pick top-priority overpasses based on those factors, according to Forbes.

The commission's action involves screening of up to six highway overpasses a year at a cost of between \$60,000 and \$100,000. Twelve to 15 of the state's 600 overpasses currently have protective screening, according to state Traffic Engineer Dwayne Hofstetter.

To retrofit all 600 of Oregon's overpasses would cost more than \$20 million, according to staff calculations.

The Highway Division's report on overpass screening listed four benefits of the project. It would prevent large objects from being hoisted over the side and would stop pedestrians from falling or being pushed over the side. State highway contractors would have more work, and the Highway Division would avoid a "negative" image.

That work will be done through a combination of contractors and See **OVERPASS**, Page 5

Trainers start 'Working' soon

Non-supervisory employees who have been in a position for a year will be provided an alternative to learning a job the hard way--by trial and error.

Instead, a pilot program introduced this month by ODOT's Employment Development Section helps answers questions "that are usually learned over time," said Program Coordinator Chuck Williamson.

Using a "behavior modeling" technique, the course--simply called "Working" training--teaches some practical job skills, including See **WORKING**, Page 5

Technology helps handicapped worker

Tom Spears runs Cascadia State Park, and the fact that he's hearing impaired doesn't seem to get in the way. But it does create some interesting situations.

Spears, a park foreman, talks of how he almost "got punched in the nose" by a man whose son was fishing without a permit.

The boy was unable to understand what Spears was saying, and his father confronted him. Once he understood Spears was deaf, the hostility eased.

He uses a specially equipped telephone, called a TTY, that links a phone to a typewriter-like keyboard. To transmit a message, he types--very quickly, so as not to tie

up the phone line too long--and the person receiving the message gets a printout.

Because of the extra effort required to communicate on the phone, Spears keeps calls short.

"I just want to get the job done," he said. Hearing people's reactions range from astonishment to jealousy for his preference of action over phone conversations.

Before Cascadia got its TTY in 1982, Spears had his wife Jan interpret for him, exposing her to talks on weed control and cardiopulmonary resuscitation. Spear's 15-year-old daughter, Mae, now interprets at the park when needed, and the state Vocational

Rehabilitation Division provides an interpreter for training classes.

Spears said he prefers to work in Cascadia--a small park in the Cascade Mountains--as compared to Devils Lake State Park near Lincoln City, where he had previously worked as a park ranger.

At Devils Lake, the coastal winds howl in his hearing aids. And the larger crew made it difficult for him to hear or receive instructions, particularly when several crew members were talking at the same time.

Other handicapped persons like Spears also get their jobs done with the help of adaptive office equipment, such as amplified phones, or alternative transportation.



HARD AT WORK--Tom Spears, foreman at Cascadia State Park, plants a new park sign in the ground. Spears is hearing impaired.

HIGHLIGHTS OF THIS ISSUE...

PAGE 3 A volunteer is locating and designing trails at Silver Falls State Park.

PAGE 4 Thieves steal aluminum bridge railings and signs from Oregon's roadways.

PAGE 5 Groundwork begins on a new weigh station at Cascade Locks for eastbound trucks on I-84.

PAGE 8 What is ODOT's worst "red tape" procedure that can be either revised or eliminated?

DIRECTOR'S COLUMN

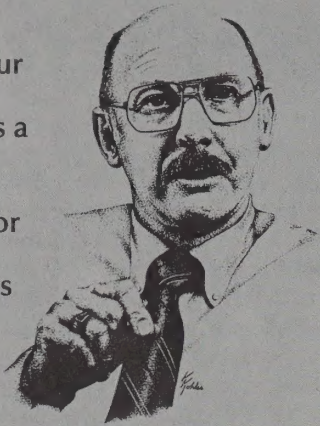
Shared vision: Dare to ask yourself 'why'

By BOB BOTHMAN
ODOT Director

Quite a bit of discussion has been devoted to using creativity and innovation as tools in our work. I'm glad to report that we're national leaders in at least two projects because we're taking the initiative to put our ideas into action.

The HELP project is a good example of ODOT innovation. HELP, which stands for Heavy Equipment License Plate, involves two systems--the Automatic Vehicle Identification and Weigh-In-Motion--now being used at the Woodburn Port of Entry. Together, they allow trucks to pass through the weigh station without excessive wait. The Woodburn project is setting the pace not only in this nation, but in the world.

Oregon's leading in other fields. A group called the Motor Carrier Task Force evolved from the last legislative session with the responsibility of more closely equalizing the weight-mile tax paid by truckers. With the passage of an additional six-cent gas tax and equivalent weight-mile tax increase to fund Oregon's highways, lawmakers wanted to make sure that new money would be fairly spent.



Truckers now pay approximately half the cost of our state's highway program. Oregon is leading the nation with the weight-mile tax, the gas tax and what's being called the user-pay trust fund concept. We're now improving upon the fee structure of the weight-mile tax to bring equity to all sizes of trucks. At the same time, we're encouraging the use of additional axles on larger trucks

transportation strategies, investment management, personnel and financial management, and communication.

It's impressive to look back at how far we've come from our initial discussions. When the commission introduced investment management into the discussion, at first we didn't know how to turn those ideas into action. Since then, the effort has turned into tangible

This is exciting to me because, to achieve equity among our road users, government and business must cooperate. It's taking a lot of work.

to cut road wear and rutting.

This is exciting to me because, to achieve equity among our road users, government and business must cooperate. It's taking a lot of work. But, thanks chiefly to the efforts of task force chairman John Merriss of the Highway Division, we expect to offer the 1989 Legislature a substantial improvement over the existing system.

Change and innovation also have been the guiding themes of a long-range planning effort some staff members and the Transportation Commission have undertaken. Beginning a year ago, we met to form a shared vision, and work began in molding a set of comprehensive planning strategies for ODOT. This month, department staff and the commission will meet again to unveil the progress we've made since. The components of the plan include improvements to Oregon's

results--reorganizations, budget impacts, the formation of employee teams charged with directing our mission.

I believe that each of our employees knows the specifics of what it takes to get a job done. But consider for a moment, how we function as a group--how each section and how each of our divisions contribute to a common mission, to shared values and strategies.

We've got to have a future vision if we are to align our resources and bring together our policies, financial and people resources to maximize our efforts here in Oregon. Perhaps it's just a matter of putting down on paper our mission so that each of us understands why we're doing what we're doing.

As our statewide plan is released in its draft stage, I invite you to become part of the process. Consider our role over the next decade--and beyond.

Letters



Taste of Oregon

Dick Nelson,
District 10 Maintenance Supervisor,
Bend:

While traveling from Sun River to my home in Eastern Washington this summer, my vehicle's radiator hose began leaking, and I stopped at a rest stop off Oregon 97 north of Madras.

Two Oregon Highway Division employees--Jim McClain and Tom Anderson--were at the rest stop, helped me to get water for my car, and advised me to return to Madras for repairs.

As I drove back to town, I had to pull over again. Once again, one of your workers--this time Bud Treadway--stopped to assist me and called a wrecker. Thanks to Bud, I was able to get home in a reasonable amount of time.

As a single woman traveling alone, I found their help to be most comforting. It made my taste of Oregon very sweet.

Alison Ott
Kennewick, Wash.

(McClain, Anderson and Treadway

are members of the Madras maintenance crew.--Editor)

In good hands

Gov. Neil Goldschmidt:

It's probably rare when someone who was impressed by service takes the time to say so. But I was so impressed by one of our state agencies recently that I feel compelled to write.

While gathering information on the proposed Scholls Ferry state highway improvements, I called the Highway Division Region 1 Office and was immediately put in contact with the Scholls Ferry project manager.

I explained to him that I was simply an interested neighbor and wanted an update on the project. The next day, we met and he gave me a 20-minute explanation on the project and answered all my questions.

I was given prompt, courteous and professional response to all my questions. After talking with the people involved with this project--specifically Jim McClure, Mark Beeson and Kirk Hampson--I am

convinced that those projects engineered within the Region 1 Office are in good hands.

People like those working in the Region 1 Office are a positive reflection on the entire Department of Transportation. These experiences made me believe my tax dollars funding state highways are well spent.

Mitchell Moore
Beaverton

(McClure is a project development engineer, Beeson is a project coordinator, and Hampson is a highway engineer 2.--Editor)

Rescue mission

Joe Holden,
Assistant Administrator,
Aeronautics Division:

The recent search and rescue mission involving a Forest Service aircraft went smoothly, and I think that the Unified Command greatly contributed to that mission's overall efficiency.

Your acceptance and willingness to work with Unified Command reinforces the need for a universal emergency organization. Your efforts to determine the exact location of the downed aircraft were an invaluable asset to the search effort. The accuracy of plotting the crash site saved thousands of dollars in search costs. And your timely

activation of the local Civil Air Patrol organization and management of the accident enhanced overall efficiency of the search efforts.

On behalf of the Forest Service and the Blue Mountain Interagency Short Team, I want to thank you for your help.

Mark Boche
Forest Supervisor
Malheur Forest Service
John Day



ODOT NEWS

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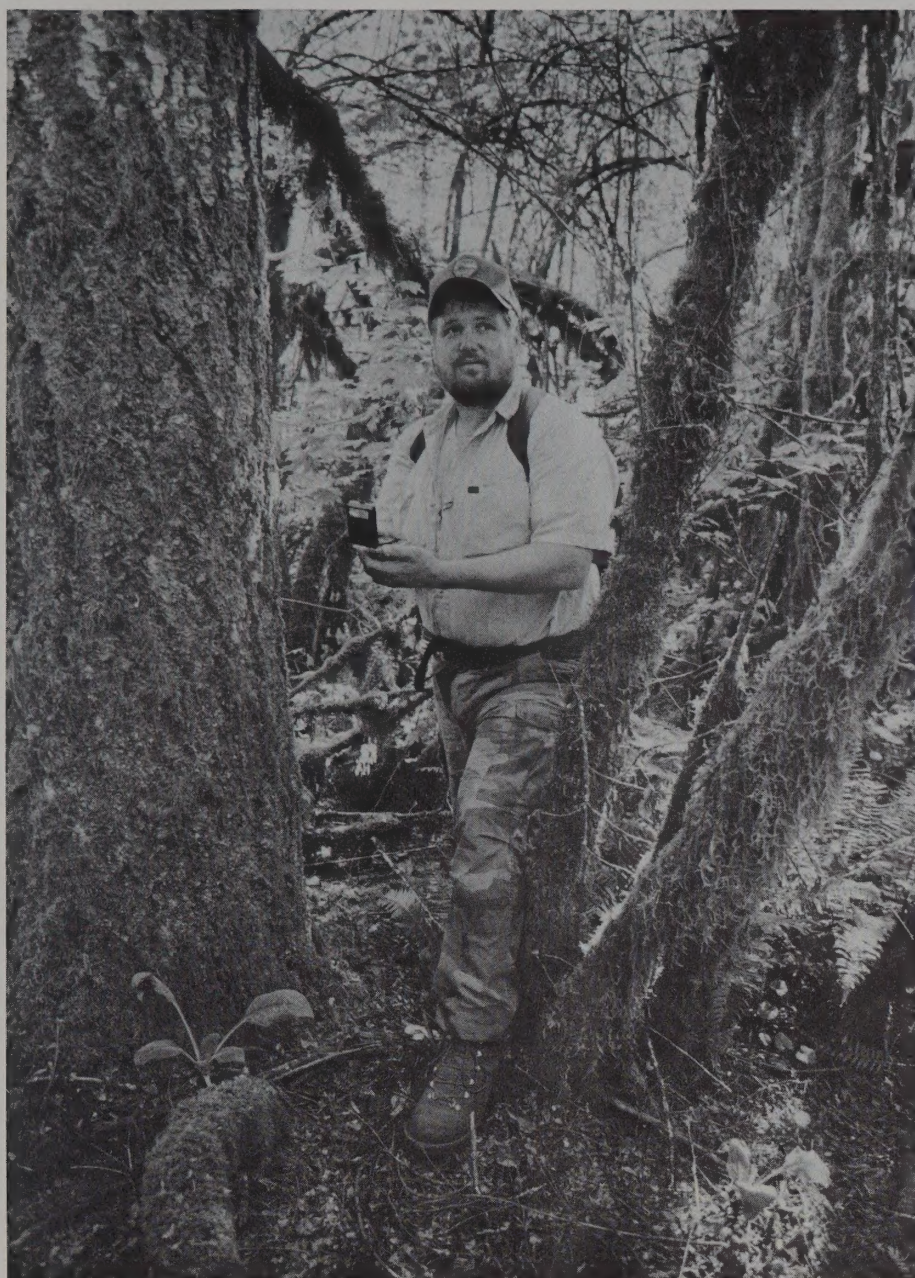
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DESIGNER--David Hines of the national Student Conservation Association takes a bearing on a segment of proposed trail at Silver Falls State Park. Hines volunteered through the national Student Conservation Association to locate and design segments of a perimeter trail system proposed in the park's master plan.

Volunteer flags new trail at Silver Falls State Park

A volunteer is navigating his way through the woods at Silver Falls State Park, flagging the way for a future hiking and equestrian trail.

From the national Student Conservation Association, David Hinz has traveled from his home state of New Hampshire to Oregon's largest state park. His goal: Locate and design segments of a perimeter trail system proposed in the park's master plan.

Hinz' two-month work at Silver Falls ends in early November.

The trail is located near the east-

ernmost park boundary, about 1.5 miles east of the Silver Creek Youth Camp and about five miles east of the park's day-use area, according to Park Manager Gary Schmidt. Plans call for the creation of a loop trail of about eight miles, Schmidt said.

Segments of that trail may be built as part of an upcoming commercial thinning timber sale contract at the park, according to Forester Al Tocchini. Schmidt said that project may happen within the next year.

Air Life honors Brothers crew

\$7 million more sent to Highway

Congress will send Oregon \$113 million in federal highway funds out of a total appropriation of \$124 million for 1989, representing an increase of eight percent over 1988.

The additional eight-percent translates into \$7 million this year for highway improvements statewide, according to Cam Gilmour, Program Section manager.

The Highway Division's Brothers maintenance crew was honored in October by a helicopter ambulance service, Air Life.

Associated with St. Charles Hospital in Bend, Air Life put on a surprise dinner at the hospital and presented plaques to the six-person crew, according to Dick Nelson, District 10 maintenance supervisor.

The Highway crew supplies radio contact with both the hospital and the helicopter. The crew has pulled people out of wrecked vehicles, directed traffic and helped the helicopter land safely in sometimes-difficult circumstances, at night and in areas around power lines, according to Nelson.

AGC helps recruit highway apprentices

Contractors will now find more minority and women apprentices available for required on-the-job training at State Highway Division construction sites.

The Associated General Contractors of Oregon has agreed to recruit and refer minority and women apprentices for on-the-job training, required by federal law on many contracts using federal highway funds, according to Vernell West, Supportive Services Program coordinator in Highway's Construction Section.

The new Highway-AGC partnership is designed to help elevate minorities and women from apprentice to journey level in the skilled trades by using AGC's existing apprentice training program, West said.

"Both sides have agreed to work toward getting more minorities and women enrolled in the existing program and having them go through the same steps that everybody else goes through to reach journey levels," West said.

The agreement requires AGC to track women and minority workers referred through the program,

monitor their progress toward gaining journey-level status and report to the Highway Division.

West said the program helps any non-union contractor fill apprentice positions anywhere in Oregon. Union contractors will continue to use their own minority apprentice recruitment program.

Wallowa gains 35 more acres

Thirty-five acres of property overlooking Wallowa Lake in Northeastern Oregon have been donated to the state.

Duane Higgins, a concession operator at Wallowa Lake State Park, donated the timbered land to the Parks Division. The Transportation Commission officially accepted the offer in October.

The property, located to the east of park campground, will be important to the park for scenic protection and for possible trail development, according to Deputy Parks Administrator Larry Jacobson.

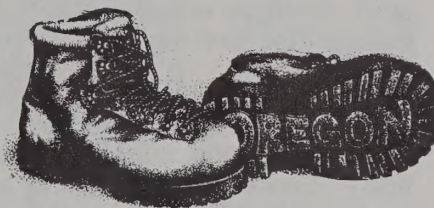
NEWS BRIEFS

Most overnight campgrounds close for season

Fifteen state parks campgrounds and a horse camp will remain open year-round, while campsite prices have dropped \$3 for fall and winter campers.

All other overnight campgrounds close Sunday, Oct. 30.

Most state park day-use areas remain open year-round, except where weather or special conditions prohibit. The \$1-per-vehicle entry fee at certain day-use areas on weekends and holidays is suspended during winter months.



DMV customers flock to 'Express' offices

Oregon's six DMV Express offices combined handle an average of 22,000 customer transactions each month.

The six offices, located in Eugene, Medford, Salem and the Portland metropolitan area (three offices), offer simple customer transactions and weekend and evening hours.

Youth Litter Patrol gathers 600 tons of trash

The Oregon Youth Litter Patrol picked up a record 600 tons of trash last summer, nearly 100 tons more than during the summer of 1987.

Crews concentrated on heavily traveled tourist routes and urban areas where trash accumulates quickly, although they covered virtually every state highway, according to Dennis Stephens, patrol coordinator for the Highway Division.

Portland bridge crew sets safety record

Portland's Interstate Bridge Crew set a safety record by working for 850,000 hours without an at-fault accident--the best such record in Highway Division history.

The crew, supervised by Floyd Fanning, celebrated the record with a Safety Excellence Award Dinner in October.

Oregon hosts equipment managers conference

The Highway Division was host to representatives from 11 states in late September at the Western States Equipment Managers Conference.

About 20 people attended the conference, which included tours of Oregon's Equipment and Services Unit in Salem, according to Equipment Superintendent Bob Kuenzli.

Thieves dismantle bridges for scrap

Thieves have stolen \$60,000-worth of aluminum bridge railing and brackets plus extruded aluminum road signs from Oregon's state highways in the past six months.

Aluminum salvaged from the steal is salvaged for scrap.

John Sheldrake, Highway Division maintenance operations engineer, said insurance for the loss is not available, so the replacement parts are paid for by tax dollars. Often, that means paying at the expense of other highway improvements, he said.

Sheldrake is asking employees and citizens to report suspicious activity to the Oregon State Police.

To tell the difference between an official highway work crew and the impostors, Sheldrake recommended looking for advance warning signs at work sites and clearly marked contractor or Highway Division equipment. Another tip-off is that official sign and bridge crews normally work days, while most thieves work at night.

To report suspicious activities, State Police suggest using a telephone, and not a Highway Division or citizens band radio. Many thieves monitor CB, Highway and police radio frequencies in order to flee if spotted.

Most recent thefts have occurred in the Portland area and in the mid-Willamette Valley. Other states also have been hit by aluminum theft, as the price of scrap aluminum has increased to 75 cents per pound during the past two years.

On Oregon Route 22 east of Salem, thieves made off with sections of 18-inch-wide extruded aluminum panels joined together horizontally to make up several roadside directional signs measuring about 45 square feet each. The

signs were slightly more than one-year old.

Sheldrake said that incident probably required a boom truck, large wrenches and equipment to remove the signs. He surmised that thieves dropped the sign panels off the posts, left them in tall grass nearby and came back the next day with a flatbed truck to pick them up.

The largest theft occurred last February on the Mt. Hood Highway, U.S. 26 east of Gresham. Thieves stole 63 four-inch aluminum railings worth \$11,230 from the S.E. 282nd undercrossing.

In Hood River County last April,

Other states also have been hit by aluminum theft, as the price of scrap aluminum has increased.

two thieves didn't make off with the booty, thanks to Keith Clymer of the Parkdale Maintenance Section. While he was patrolling Oregon 35 at 4:30 a.m. between Mt. Hood and Government Camp, Clymer spotted two men and a pickup truck with bridge railings in the back at the Robin Hood Campground Bridge. He noticed railings were missing from one side of the bridge.

As Clymer turned his truck around, the thieves sped away in their pickup, accidentally spun off the road, abandoned their vehicle and ran into the woods. When they emerged the next day, police were waiting.

In the stalled truck, sheriff deputies found more than 20 bridge railings worth \$7,000. Steven Perry of Beaver Creek was found guilty of



BRIDGE REPAIRS--Ron Hansen welds a piece of stolen guardrail back on a bridge on Oregon Route 35 near Mt. Hood. Hansen is a highway maintenance worker with the District 2C Bridge Maintenance Crew.

first degree theft in a jury trial on Oct. 5. His sentence is pending. Scott Hurlock of Portland is a fugitive for failing to appear in court on the charges.

Terry Shike, a principal structural design engineer in Highway's Bridge Section, said the missing railings pose a safety problem.

"Anything taken off the bridge will reduce the safety factor because of the lowered height of

the bridge wall," he said. If a car were to strike the bridge wall at the right angle, it might go over a bridge parapet wall.

Highway maintenance crews are replacing stolen railings as quickly as possible. To cut down on theft, Portland-area bridge crews are tack-welding nuts on mounting bolts in replacement sections in an attempt to prevent removal.

HISTORY

NOVEMBER 1983

- The Transportation Commission approved the nomination of the old Columbia River Highway to the National Register of Historic Places.

- The Highway Division completed one of its most successful series of Six-Year Highway Improvement Program public meetings that had been held to date. A total of 1,100 citizens and local officials attended.

NOVEMBER 1978

- The Transportation Commission approved a route for the then-proposed Interstate 82, the link between I-80N (now I-84) near Hermiston and I-82 in Southeastern Washington.

- The Legislative Emergency Board approved a \$571,760 Motor Vehicles Division request to open seven new field offices and relocate five others, and add 35 employees to help reduce waiting lines and speed other DMV services.

1989 deadline placed on I-5 debate

Improve it or move it?

The Highway Division is still studying that question about the Interstate 5 freeway on Portland's Eastbank, but now with the help of local governments.

The Portland City Council recently called for a detailed study of three alignment options--with the goal for local jurisdictions to agree on a single plan by January 1989.

This is the second study on the freeway undertaken in the past year. Last fall, Sen. Jane Cease, ODOT and the city of Portland convened a study committee to address concerns of local citizens who wanted to explore the possibility of moving the freeway off the riverfront.

To conduct the second phase of the study, ODOT has convened the original citizen committee and expanded it to include representatives from the city of Portland and the three metropolitan counties.

The committee will examine three alternatives, including ODOT's original \$54-million plan to improve the freeway in its present alignment. The second alternative, which was generated by the

original committee, would move the freeway to the east, freeing up 21 acres of riverfront property and dislocating 23 businesses. The cost of this alternative is estimated to be at least \$93 million.

A third alternative the committee will examine is the ODOT compromise. This \$72-million design would free up about eight acres and essentially could be built within the existing state-owned right-of-way.

During the next few months, a consultant will help the committee look more closely at the engineering of the three designs, their

environmental impacts and cost.

The committee must also explore new funding sources. Federal Highway Administration officials have said highway funds cannot be used to relocate the through lanes of a functioning freeway. That leaves unfunded an estimated \$20 million for the ODOT compromise design and as much as \$40 million for the committee's alternative.

"We just want to provide the public with a safe, well functioning freeway," said Region 1 Engineer Don Adams. "But we want a design everyone can support."

Public likes U.S. 101 strategy

The U.S. 101 Improvement Strategy won "overwhelming" public support at a series of recent public meetings.

Don Byard, plan development manager with the Highway Division's Planning Section, briefed the Transportation Commission in October on strategies to improve the Oregon Coast Highway.

That plan divides U.S. 101 into three different types of improve-

ment zones to handle current and future needs and to focus on available funding.

Improvements range from five-lane sections in urban areas, to three-lane sections of high-volume, high-speed highway and, in rural areas, two-lane scenic highway. The strategy involves a unique signing program, according to Byard.

Construction is expected to be completed in 1989, he said.

Gorge-bound truckers to weigh without wait

New port set to open in '89

Oregon's fifth port of entry, a \$4.1-million facility, is being built at Cascade Locks to serve truck traffic headed eastbound on Interstate 84.

The port will serve as a truck weigh station, safety inspection and permit check stop. Other state ports of entry include those in Ashland, Klamath Falls, Farewell Bend and Woodburn.

Construction is expected to be complete by August 1989.

The planning for a port of entry along the Columbia River Highway dates back to 1983. Wyeth was initially considered as a location, but was eliminated because of the potential scenic impact on the natural landscape in the Columbia River Gorge.

In 1984, ODOT held public hearings on four possible sites: Cascade Locks, The Dalles, Hood River and Troutdale. Cascade Locks was selected because it is within an existing urban growth boundary and would allow trucks to enter and exit the facility safely.

Because the port is located in the Columbia River Gorge Scenic Area,



NEW PORT OF ENTRY--Work on a new weigh station at Cascade Locks is well underway, with completion expected by August 1989. The facility, which will serve as a truck weigh station, safety inspection and permit check stop for Interstate 84 eastbound traffic, will become the state's fifth port of entry.

careful attention was given to the design of the buildings. Rather than using the typical weigh-station building design, the structures will be built with the timber and stone

architecture common to many park buildings in the gorge.

The design has been reviewed and approved by the Columbia River Gorge Commission. Vegeta-

tion will screen the facility from view of the freeway.

The state-of-the-art port will include an office building, truck scales, a truck parking lot, a safety inspection facility and storage for hazardous materials. It will feature \$200,000 of fully computerized weigh-in-motion and automatic vehicle identification systems that allows truckers to weigh-in without ever stopping.

The port's computerized equipment can automatically read and monitor the vehicle's permits. A properly equipped truck can be in and out of the port in 30 seconds.

It is estimated that 550,000 trucks will check for size and weight and Public Utility Commission violations at the port each year.

Boon to Economy

When the port is complete, it is expected to be a major contributor to the Hood River economy.

The facility will employ 24 people--including 12 working for the Weighmaster Unit and 12 for PUC. It is also expected to attract other businesses--such as a tire rebuilding plant, truck repair shops, towing services, motels and restaurants.

Overpass...

Continued from Page 1

state work forces. Hofstetter said that while contracting out that work would prevent disruption of state maintenance workforces and detract from funding other maintenance projects, having Highway Division crews perform the work would save money, reduce preliminary engineering costs, eliminate construction engineering--and the work would be implemented faster.

Commission Chairman Mike Hollern said Highway's new policy is a "step in the right direction."

Forbes commented: "There simply is no rational process to protect people against irrational violence."

Working...

Continued from Page 1

listening to understand clearly, giving feedback to help others, taking on a new assignment, asking for help, keeping your boss informed, working smarter and being a team player.

It is a companion course to First-Level Supervision, stressing basic principles and key actions--only from an employee's perspective.

Working training is being offered to field employees statewide beginning this month. Non-supervisory employees with 12 to 24 months on the job will receive first priority, according to Williamson. He said similar courses have been taught at Tektronix and at Far West Federal Savings, both in Portland.

The course is optional.

The course will be taught in eight weekly half-day segments in Salem. In the field, it will be taught in four weekly full-day segments.

This is the first time such a course has been taught in Oregon state government, according to Williamson.

Top-level engineers switch positions

Several top-level Highway Division engineering positions have been filled, following retirements and transfers.

Don Adams, formerly deputy state highway engineer, moved to the Portland metropolitan area as Region 1 engineer. Adams replaces Rick Kuehn, who left ODOT to work in the private sector.

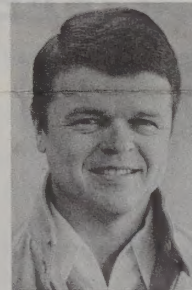
Adams joined the Highway Division in 1958 as a traffic investigator, and has since held 13 positions in the division, including maintenance, construction, project development and administrative assignments. Several of those positions involved the Portland area, where he had been region construction engineer and district maintenance engineer.

Bill Anhorn, previously Region 2 engineer, Salem, replaced Adams as deputy state highway engineer.

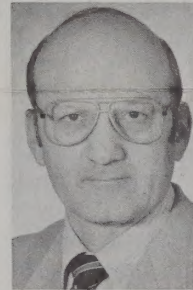
In his new position, Anhorn will oversee planning, budgeting and activities to improve Highway's field operations. He has been with the division since 1964 and had been Region 2 engineer since 1984.



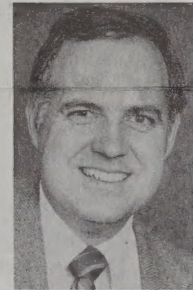
Don Adams



Bill Anhorn



Bob Pool



Wayne Cobine

Bob Pool, location engineer for the Highway Division, replaces Anhorn as the new Region 2 engineer.

Pool is responsible for all construction, maintenance and project development on new state roads in the region, which covers all of Western Oregon north of Lane County except Portland. Pool is a 27-year division employee.

Wayne Cobine, who has served as Final Design engineer, has been selected operations engineer in Region 1. Cobine replaces Al Harwood, who retired.

Cobine is responsible for setting goals and directions for the region's

construction and maintenance operations. Cobine has been with the division for 25 years.

Employee testing date postponed

A pilot program designed to test applicants for some Highway maintenance and trades positions has been delayed.

The start-up date has tentatively been set for early 1989, according to ODOT Safety Section Manager Dave White.

Pre-employment physical capacity testing is being devised to reduce those premiums by matching applicants with tasks for which they are best suited. To be affected are applicants for Portland and Eugene-area maintenance, electrical, carpentry and sign crew positions.

In a recent issue of VIA, the cost of worker compensation premiums for the Highway Division in 1988 was incorrectly reported. The division paid \$2.2 million this year.

Map or atlas? Public likes both

Should the Highway Division reprint its atlas?

So far, public opinion has been favorable toward the publication.

The 48-page atlas, which commemorated the division's 75th anniversary, was distributed last spring along with the traditional folding state highway map.

While the atlas is more expensive to produce than the map, it includes more information--additional city and section maps, tourist information, safety tips, hospital locations, historic attractions and scenic photos.

The division surveyed the state's chambers of commerce to determine the popularity of the magazine format. Chambers help distribute the maps and atlases.

By mid-October, 71 chambers had responded, with 63 of them asking that the atlas be continued along with the map. Eight requested that the map only be published.

"The atlas is a big hit" and "very popular with all," some of the comments said. "Both publications tremendously well received," another reported.

Way back when. . .



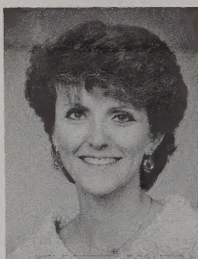
SURPLUS--Two pieces of Highway Department equipment, a Mill locomotive (on left) and a truck, were acquired as surplus following World War I. The locomotive, or tractor, built in about 1915, was used as a multi-purpose unit, according to Equipment Superintendent Bob Kuenzli.

New Graphics manager eyes desktop publishing potential

Shellee Lowery-Howe has been selected as manager of ODOT's Graphics Unit.

She succeeds John Davenport, who transferred to Mapping and Mileage Control, a Highway Division work unit, as assistant supervisor. Davenport had been with Graphics for nearly 24 years.

Lowery-Howe, a 1982 graduate of Oregon State University with a degree in graphic art education, comes to ODOT from Graphic Alternatives, Inc., of Portland, where she was director of design and production.



Lowery-Howe

Before that, she served as director of graphic communication services for Regis McKenna, of Palo Alto, California.

Among her plans for the Graphics Unit is the introduction of electronic publishing and design, popularly known as desktop publishing -- to complement the manual design techniques.

ODOT schedules Family Hour, tree trim

The annual Retirees' Reception, Family Hour and Christmas tree trim will be held on Friday, Dec. 9, at the Transportation Building, Salem.

ODOT employees, their families and retirees are invited to attend. The Retirees' Reception will be

held in the main floor conference room from 1:30 to 4 p.m., while the family hour and tree trim will be held from 4 to 5 p.m. in the Transportation Building lobby.

For more information, contact Florence Neavoll in the Director's Office, 378-6388.

SAFETY AWARDS

Region 1 Geology Crew; C. Eschelman, supervisor; 50,000 hours.

Portland Right of Way; Roger Hansen, supervisor; 200,000 hours.

Corvallis Engineering Crew; Al Vohland, supervisor; 15 years.

Region 2 Parks Office; Darald Walker, supervisor; 15 years.

Region 3 Right of Way Office Crew; Neil Flanagan, supervisor; 350,000 hours.

Materials and Research Section; William Quinn, supervisor; 200,000 hours.

Grants Pass Maintenance; Terry Lollar, supervisor; 50,000 hours.

Portland Drawbridge Crew; Floyd Fanning, supervisor; 850,000 hours.

Ukiah Maintenance Crew; Jim King, supervisor; 300,000 hours.

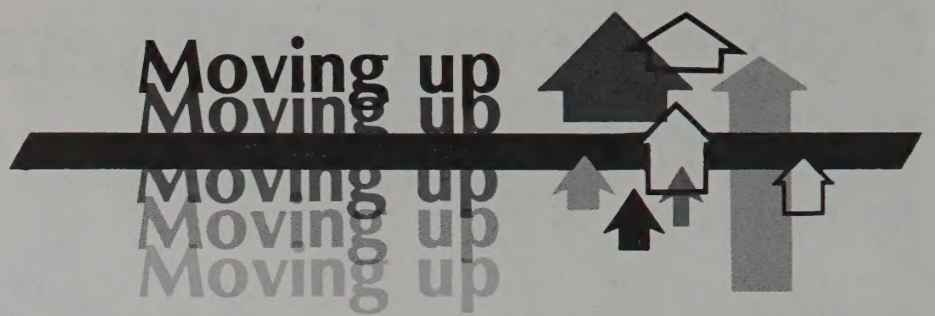
Warm Springs Junction Maintenance Crew; William J. Coles, supervisor; 100,000 hours.

Florence Maintenance Crew; Gerald Phillips, supervisor; 6 years.

Medford Engineering Crew; Ron Busey, supervisor; 500,000 hours.

Silver Falls Park District; Gary Schmidt, supervisor; 100,000 hours.

Bend Equipment Shop; John Graf, supervisor; 50,000 hours.



Highway Division

Kent Bauman, electrician to lead electrician, Milwaukie.

Robert Ebeling, highway maintenance worker (HMW) 3 to highway maintenance foreman (HMF) 1, Clatskanie.

Keith Frankum, heavy equipment mechanic to senior heavy equipment mechanic, Bend.

Henry Fryer, HMW 2 to HMW 3, Reedsport.

Steven J. Hande, HMW 2 to HMW 3, Salem.

Gerald E. Jaques, HMW 3 to highway maintenance supervisor (HMS) B, Sisters.

John Johnson, engineering technician (ET) 1 to highway engineer (HE) 1, Salem.

Terrence E. Joynt, electrician to lead electrician, Milwaukie.

Jerry Leavitt, HMS C to HMS D, Canyonville.

Malcolm McKenzie, laborer to HMW 1, Portland.

David Neys, HMS B to HMS C, Moro.

Jeffrey Smith, HE 1 to HE 2, Salem.

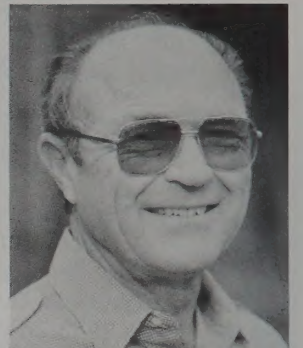
Marilyn Teleck, highway maintenance office assistant to administrative assistant 3, Salem.

Bruce Thompson, HE 2 to HE 3, Salem.

Robert Wright, HMW 3 to HMW 4, Douglas County.

Richard Young, HE 1 to HE 2, La Grande.

Kenneth Zander, HMW 3 to HMF 1, Juntura.



Gerald E. Jaques
Highway Maintenance
Supervisor B
Sisters



Doris Jessie
Management Assistant A
Motor Vehicles Division
Salem

Parks and Recreation Division

Lee R. Allen, park ranger 1 to park ranger 2, Jessie M. Honeyman Memorial State Park, Florence.

Motor Vehicles Division

Lynn Adair, data entry operator to clerical specialist, Salem.

Rolando Alonzo, motor vehicle representative (MVR) 1 to MVR 2, McMinnville.

Marcos Arevalo, MVR 1, North Salem, to MVR 2, Corvallis.

Barbara Caine, MVR 2, Northwest Region, Salem, to MVR 3, Beaverton Drive Test Center.

Nancy Dealy, clerical assistant to clerical specialist, Salem.

Gloria Esquivel, clerical assistant to clerical specialist, Salem.

Stuart Ferguson, data entry operator to clerical specialist, Salem.

Deana Hampton, MVR 2, East Eugene, to motor vehicle office manager (MVOM) A, Florence.

Linda Hoff, clerical assistant to clerical specialist, Salem.

Doris Jessie, secretary to management assistant A, Salem.

Debra Letney, clerical specialist to administrative assistant, Salem.

Suzanne Martin, MVR 2, Beaverton Drive Test Center, to MVR 3, Salem.

Carol Moody, clerical specialist to administrative assistant, Salem.

Patricia Osborn, MVR 3, Salem, to MVOM A, Redmond.

Harry Platt, MVR 1, Gladstone, to MVR 2, Portland Drive Test Center.

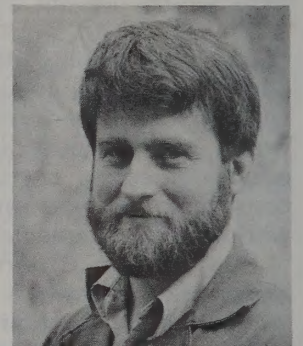
Jeannie Rapoza, clerical assistant to secretary, Salem.

Bonnie Rollings, data entry operator to clerical specialist, Salem.

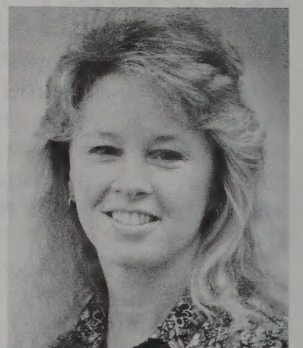
Sharon R. Smith, MVOM A to MVOM B, Baker.

Lucinda Watson, clerical specialist, Salem, to MVR 1, Gresham.

DeWayne Weaver, MVR 2 to MVR 3, North Salem.



Lee R. Allen
Park Ranger 2
Honeyman State Park
Florence



Jeannie Rapoza
Secretary
Motor Vehicles Division
Salem

RETIREMENTS

William Cheuvront, highway maintenance worker 3, Astoria, retired in September after 14 years of service.

Duane Miller, highway maintenance supervisor D, Astoria, retired in June after 35 years of service.

On the job with Larry Schaffner



NEW PAINT--Larry Schaffner (foreground) repairs benches at Tumalo State Park near Bend. John Wear is working in the background.

By **MONTE TURNER**
Parks Information Officer

It's a long way from the suburbs of Chicago to Tumalo State Park.

However, the leap from the city to the banks of the Deschutes River has provided Larry Schaffner, park ranger 1, with unique perspectives on the Parks Division and his work.

A hint of Chicago twang lingers in his voice as he speaks of spending time in a city forest preserve and camping with his family as a kid.

Those experiences probably influenced his switch of majors at the University of Illinois from microbiology to leisure studies.

He says both his upbringing and initial ambition to major in science made him cynical. "In Chicago, we were even critical of our good politicians," he says, chuckling.

Before joining Oregon's park system, he served an internship with the U.S. Forest Service in Colorado. He also worked two years for Utah State Parks at a remote sand dune park near Cedar City.

The isolation and law enforcement aspects of the job--he carried a .357 Magnum--motivated him to come to Oregon.

"I didn't like the stigma associated with the gun when I tried to have a friendly visit with campers," he says. "Plus you had to spend 10 weeks in cop school with the same qualifying requirements as state police."

Larry prefers to deal with problems in a less combative way. "You have to talk to people in their language and at their level," he says. "You need to think, 'If I were in their shoes, how would I want to be treated?' You need to sympathize and not go on the offensive."

"A camper may have just driven four hours in a hot car with a bunch

need to know what's involved with this work in order to supervise others."

Now with the camping season just ended at Tumalo, he's ready for a change to maintenance and construction projects. That also brings a welcome return to a weekday schedule.

Working every weekend in the summer to provide recreation for other people definitely dampens his own opportunities for recreation, although he does find time for some hiking and bicycling.

He's participated in various martial arts since junior high school and now does weekly Kung Fu type exercises, which he describes as "exercise plus discipline in a non-competitive approach."

Independent By Nature

Larry considers himself "independent by nature" and carries a reputation for being a rebel. Those two characteristics inspire him to continually look for ways to "open people's eyes about new ways of doing things."

He's best known for a nearly heretical opinion that Oregon's state parks are too grassy and manicured.

"There's grass growing where no one ever goes, yet we're watering, fertilizing and mowing it," he says. "That doesn't leave time or money

He's best known for a nearly heretical opinion that Oregon's state parks are too grassy and manicured.

of kids. If they're mad, you can't take it personally," Larry says.

Tumalo, on the outskirts of Bend, is positioned in the shade and nestled in a bowl of surrounding juniper-covered hills. The setting, together with a generally pleasant group of campers, make Larry's work at the park seem almost fun.

"I do everything from picking up the trash to kicking out the trash," he says, his tanned face breaking into a smile.

During the camping season, Larry's day starts at 6 a.m. with a patrol of the campground and nearby picnic area. He'll change irrigation sprinklers, pick up litter, check shower buildings and collect camping fees.

"If a toilet is plugged, I clean it. Then I assign jobs to the park aides and help them with mowing and rest room cleaning," he says. "You

for other needs like trails and dump stations."

"I'm not totally anti-grass, but I fear that future generations will think these lawns in the desert are natural. The Illinois park system changed to wildflowers and native plants, and people accepted that," he says.

He's hoping to use his ideas to redesign some of the campsites to give more privacy and require less maintenance. He also wants to build a trail that would lead hikers along the river and into the surrounding desert.

"I'll persist. Good ideas--presented well--will sell," he says, determination showing through his brown eyes.

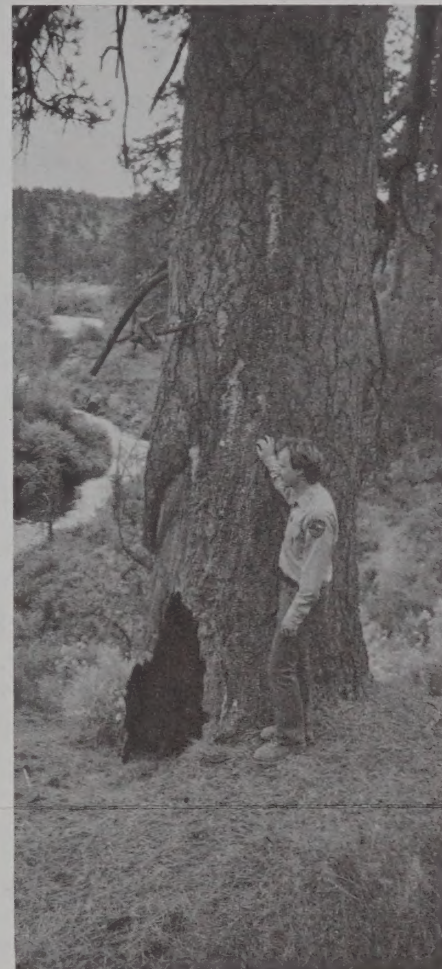
Larry feels a responsibility to improve Oregon's state parks system. "If you don't mention problems, the system suffers and so do

the taxpayers and users."

Larry's zeal and enthusiasm for the present is tempered with patience when the topic turns to future plans. Eventually, he hopes to move into management.

"I don't want to overstep my abilities. I'd rather be overqualified. It will take some time to get technical knowledge--I feel like I'm still going to school."

He realizes that advancement



POTENTIAL--Larry Schaffner, a Tumalo State Park ranger, surveys an area he would like develop into a hiking trail. He says if a good idea is presented well, it sells.

may mean transferring to another part of the state. But Larry has limits.

"I don't know about going to the coast. From a flatlander's perspective, there's nothing neater than these mountains," he says, gesturing toward Mount Jefferson and Sisters peaks.

"I could be making more money at other jobs. I'm working here from personal choices," he says.

"Wild, open spaces are important when you've come from Chicago."

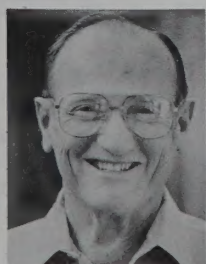
RETIREES REPORT

Leslie B. Hampton, Salem, assistant attorney general, Highway Division, retired in 1986.

Since he retired, Les has been involved with leisure sports. He and fellow retiree Gordon Ballard golf together at Meadowlawn Golf Course. And Les has been trout fishing in the Cascade lakes and salmon fishing on the coast.

He and his wife, Sarah, have spent the last three winters in the Yuma and Mesa, Ariz., area. Since Les retired, they have taken a seven-month trip in their recreational vehicle in which they cov-

ered 35 states. Some of the trip's highlights included the New England area, Washington, D.C., New York, Philadelphia,



Boston, Savannah, Ga., Charleston, S.C., Florida,

Texas, New Orleans and the Grand Canyon.

This summer, Les and Sarah camped for 10 days at the beach,

the Oregon Caves, Crater Lake and in the Bend area. They also put a new roof on their house.

The Hamptons belong and have held offices in the Independence Wagon Wheelers square dance group.

Cecil Head, Salem, Commission Services manager, Department of Transportation, retired in 1979, and **Dee Loris Head**, Salem, administrative assistant, Bridge Section, Highway Division, retired 1980.

Since their retirement, Cec and Dee report that their most memo-

orable travels have been in Europe.

They frequently fly to Scottsdale and Phoenix, Ariz., to visit one of their daughters and her family. Another of their daughters and her family live in Salem. The Heads have two grandsons and two granddaughters. They also make occasional trips to Reno, Nev., have made a trip to San Francisco and often travel to the Oregon beach.

The Heads are active and hold offices in the Englewood United Methodist Church. At least three times a week, they exercise at Courthouse Athletic Club.

CANDID COMMENTS

What's ODOT's worst red-tape procedure you think should be either revised or eliminated?

Suzie Haylock
Secretary
Parks Division
Salem



Suzie Haylock

One of the worst red tape procedures is the \$300 limit placed on Revolving Fund checks. If the maximum amount were increased, it would expedite as well as lower the cost of the payment process.



Julie Redden
Administrative Assistant
Highway Project Development
Salem

Julie Redden

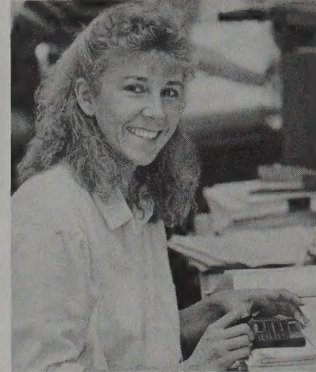
I haven't had a lot of problems with red tape. I'm sure other people do, but I just haven't been in a position to see it.



Diane Clark
Motor Vehicles Representative 2
Grants Pass DMV

Diane Clark

An Oregon law prohibits us from licensing a vehicle unless we can also title it. That works fine for people who own their cars, but people who have liens against their vehicles and aren't holding their titles have to go through a complicated procedure to get plates.

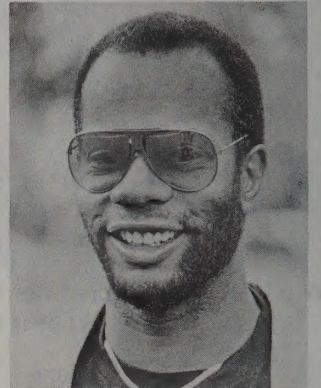


Cheryl Russell
Engineering Technician 1
Highway Construction
Medford

Cheryl Russell

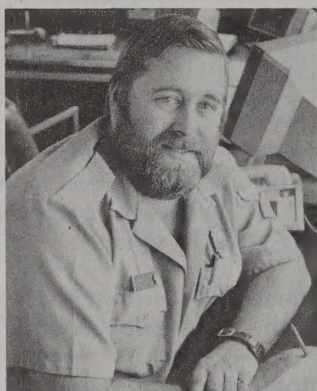
As far as purchase agreements go, a lot can be done within the project manager's office. Those that are used in documenting purchases because of price differences or just changing the specs--that type of purchase shouldn't be sent through the region office and through Salem for signatures.

Kevin Price
Manager A
Champoeg State Park
Newberg



Kevin Price

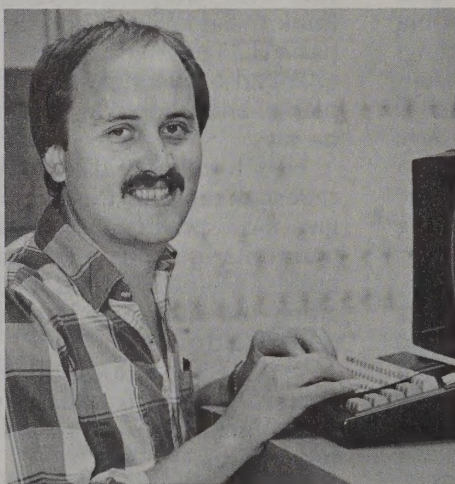
Sometimes it's difficult to get what you need at the best price because of purchasing agreements. If, for example, a different outlet is selling a saw, one that's more durable and better for the money, for example, we can't buy it because of the purchase agreement. I understand that we have to keep control of the system to prevent abuse, but sometimes it's a hassle.



Jim Schultz
District Supervisor
Highway Weighmasters
Ashland

Jim Schultz

I think the system that we have to go through in disciplinary actions is cumbersome. There are many steps to follow in dismissing somebody. In the line of production, I think managers get frustrated with the system and let it go. That way, disciplinary problems remain and the whole process slows down.

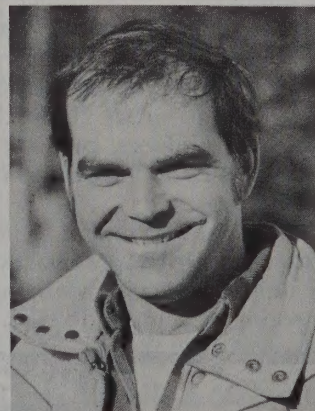


Dave Ringeisen
Program Executive C
Highway Planning
Salem

Dave Ringeisen

The major piece of red tape we have here is in the purchasing of microcomputers. By the time you justify the purchase, the money you spent on personnel to do that research is almost as costly as the microcomputers. It would make sense to trust your staff and let them make valid, good decisions.

Mike Shoemaker
Highway Maintenance
Worker 4
Extra Gang
Central Point



Mike Shoemaker

Down here my experience is that, if we need a piece of equipment, there's a lot of red tape involved in making that purchase. It seems like the workforce doesn't have a whole lot of say in what's being purchased. Our needs for equipment aren't being heard by those folks in charge of making those purchases.



Betty Clark
Highway Maintenance
Worker 2
Highway Division
Burns

Betty Clark

When you need to purchase equipment and supplies, sometimes you just can't wait to have everything approved by others. You just have to have them now.

Karmen Faligowski
Secretary
Highway
Right of Way
Milwaukie



Karmen Faligowski

We now work our employee payroll information via the computer with forms. If the Time Report were turned in just once, at the end of the month, rather than twice a month as it is now we would eliminate the gathering and preparation of the first report.